

Summary of the Criteria for Selection (from 2010)

Criterion A: Vocation

Candidates should be able to articulate a sense of vocation to the ordained ministry and reflect on the effect of this on their life. They should be able to speak of the development of their inner conviction and the extent to which others have confirmed it. They should be able to show an understanding of what it means to be a deacon or a priest. Their sense of vocation should be obedient, realistic and informed.

Criterion B: Ministry within the Church of England

Candidates should show an understanding of their own tradition within the Church of England, an awareness of the diversity of traditions and practice, and a commitment to learn from and work generously with difference. They should be able to speak of the distinctiveness of ordained ministry within the Church of England and of what it means to exercise public ministry. They should be able to reflect on changes in contemporary society and the implications of this for ministry and the Church.

Criterion C: Spirituality

Candidates should show evidence of a commitment to a spiritual discipline, which involves individual and corporate prayer and worship. They should be committed to a developing pattern of disciplined prayer, Bible study and the regular receiving of Holy Communion. They should be able to show how they discern God's activity in their life, how their spiritual practice may have changed over time and how it is changing them. They should be able to reflect on how engagement with the world and others both affects, and is affected by, their practice of prayer. Their spiritual practice should be able to sustain and energise them in daily life and future ministry.

Criterion D: Personality and Character

Candidates should be sufficiently self-aware, mature and stable to show that they are able to sustain the demanding role of an ordained minister. They should be able to demonstrate how they have faced change and pressure in a balanced and flexible way and how they manage stress. Candidates should be seen to be people of integrity who can generate trust and display honesty. They should be able to speak of how they have coped with difficult life experiences, how they have reflected upon them and incorporated them within their life and understanding.

Criterion E: Relationships

Candidates should show the capacity to build healthy personal, professional, and pastoral relationships. They should demonstrate an awareness of the need for, and ability to establish and sustain, appropriate boundaries between personal and professional life and within pastoral relationships. They should be able to manage conflict and show an ability to negotiate difficult relationships. Candidates should demonstrate good interpersonal skills, the willingness to learn from experience, and a commitment to building inclusive relationships within diversity. They should show the potential to exercise effective pastoral care. Candidates must be willing to live within the discipline of *Issues in Human Sexuality*.

Criterion F: Leadership and Collaboration

Candidates should demonstrate an ability to offer leadership in the Church community and in the wider community as appropriate. This ability includes the capacity to offer an example of faith and discipleship which is inspiring to others and witnesses to the servanthood of Christ. They should show a commitment to identifying and nurturing the gifts of others and be able to collaborate effectively. Candidates should be able to identify their own leadership style, and reflect on the strengths and weaknesses of this and of the different ways in which leadership may be exercised within the Church. They should be able to be flexible and adaptable in leadership and demonstrate ability to guide and shape the life of the Church community in its mission to the world.

Criterion G: Faith

Candidates should show an understanding of the Christian faith and a desire to deepen their understanding. They should demonstrate a personal commitment to Christ and a mature, robust faith which shapes their life and work. Candidates should show an ability to reflect critically on their faith and make connections between faith and contemporary life. They should demonstrate a capacity to communicate their faith engagingly and effectively.

Criterion H: Mission and Evangelism

Candidates should demonstrate a personal commitment to mission that is reflected in thought, prayer and action. They should show a wide and inclusive understanding of mission and the strategic issues and opportunities within contemporary culture. Candidates should be able to articulate the good news of the Kingdom appropriately in differing contexts and speak of Jesus Christ in a way that is exciting, accessible, and attractive. They should enable others to develop their vocations as witnesses of the good news. They should show potential as leaders of mission.

Criterion I: Quality of Mind

Candidates should have the necessary intellectual capacity and quality of mind to undertake satisfactorily a course of theological study and ministerial preparation and to cope with the intellectual demands of ministry. They should demonstrate a desire to learn through the integration of academic study and reflection on experience and a commitment to this as a lifelong process of learning and formation. Candidates should show flexibility of mind, openness to change and challenge, and the capacity to facilitate learning and theological reflection within the Church community.

Variations on Core Criteria by Authorised Ministry

An incumbent (or incumbent status) candidate should fulfil all the Criteria for Selection and in addition fulfil the core elements in the Criteria for Selection for ministry at incumbent level namely:

Criterion F (Leadership and Collaboration)

Able to assess, set objectives and take church and community forward. Capacity to become team builders and leaders, enablers and sustainers. Able and willing to guide and shape the life of the church in its mission to the world. Able to build community and to offer a ministry of reconciliation and mediation.

Criterion H (Mission and Evangelism)

A sense of how to lead a church/churches in defining and implementing its/their mission tasks. Potential as leaders of mission.

Criterion I (Quality of Mind)

Enthusiasm for theology as a tool for life for the whole people of God. Wide ranging intellectual interest.

An assistant minister candidate should fulfil all the Criteria for Selection.

An ordained local minister candidate should fulfil all the Criteria with different emphases in two areas:

Criterion B (Ministry in the Church of England)

A greater emphasis upon knowledge and experience of the local church rather than the wider Church. However they will be expected to show that they are open to broadening the experience of their own church through leading their congregations in using aspects of other traditions in their local context.

Criterion F (Leadership and Collaboration)

A greater emphasis upon collaboration and working as a member of a team rather than primary or sole responsibility leadership.

An ordained pioneer minister candidate should fulfil all the Criteria for Selection for an Incumbent status candidate (see above) and also fulfil the following criteria for pioneering ministry namely:

Criterion B (Ministry in the Church of England)

Have a track record and experience of leading or involvement in a fresh expression of church or have the potential for such ministry.

Criterion C (Spirituality)

Have a spiritual life with sufficient depth to sustain and energise them in the demanding role of spiritual leadership in the church.

Criterion F (Leadership and Collaboration)

Have the leadership skills and an ability to collaborate with others which point to the capacity to deliver imaginative, pioneering ministry.

Criterion G (Faith)

Have good and effective communication skills with an ability to present the gospel in an attractive way.

Criterion H (Mission and Evangelism)

Have passion for mission and evangelism and an enthusiasm for reaching out to those outside the church.

Criterion I (Quality of Mind)

Have the capacity to think on their feet and 'outside the box' in a way that is creative and imaginative.

A Licensed Lay Minister should fulfil all the Criteria for Selection¹ with three main differences:

Criterion A (Vocation)

An understanding of the role and responsibilities of Licensed Lay Ministers in the Church of England

Criterion B (Ministry in the Church of England)

A greater emphasis upon knowledge and experience of the local church rather than the wider Church. However they will be expected to show that they are open to broadening the experience of their own church through leading their congregations in using aspects of other traditions in their local context.

Criterion F (Leadership and Collaboration)

A greater emphasis upon collaboration and working as a member of a team rather than primary or sole responsibility leadership.

¹ Note: our Licensed Lay Ministers will be increasingly responsible for leading local congregations under the oversight of an ordained minister who may have responsibility for multiple churches and congregations. We therefore expect them to meet similar criteria regarding spirituality, personality and character etc to their ordained colleagues, recognising that their role will be more closely supervised and supported than that of an incumbent and is lay rather than ordained.